





National Federation of Telecom Employees - BSNL, MH Circle, Mumbai

(Regd.No. 4906, dtd.17/09/2001)

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Date : 28.03.25

To,
The Director (HR), BSNL,
at Mumbai

Subject : Submission of Memorandum Regarding Urgent Staff Grievances.

Respected Sir,

On behalf of NFTE BSNL, we extend a warm welcome to you in Mumbai, the historic city and financial capital of India. We also congratulate you on introducing the initiative of observing April 25 as HR Month, which we believe will play a crucial role in addressing genuine staff concerns and motivating employees for the overall betterment of BSNL. The emphasis on workplace cleanliness, decluttering of work spaces, provision of drinking water, skill enhancement training, and regular interactions with unions and associations are key factors in transforming a frustrated workforce into a motivated and productive one. In continuation of this spirit, we earnestly request your kind attention to the following critical staff issues for urgent resolution:

1. Implementation of the 3rd PRC

BSNL employees have been deprived of the benefits of the 3rd PRC for the past eight years due to the company's financial losses. Thousands of non-executive employees have faced stagnation and heavy financial setbacks through no fault of their own. It is well known fact that BSNL's financial struggles were primarily due to delays in launching 4G services and the lack of a level playing field. However, the scenario has now changed significantly. With the Government's and BSNL Management's focused efforts, the company's

financial condition has improved, and operational profits have been recorded. The commercial launch of 4G services is progressing with over 40,000 BTSs installed across the country. BSNL's FTTH services are also in high demand. Given this positive shift, it is imperative that management expedite the process of extending 3rd PRC benefits to employees through a formal agreement with the Wage Committee at an earliest.

2. Formation of a Committee on the New Promotion Policy :

For the past 15 years, BSNL's non-executive staff has suffered due to a discriminatory promotion policy leading to widespread stagnation. During the National Council meeting on January 13, 2025, management had agreed to form a committee to review the promotion policy for non-executives. However, despite more than two and a half months having passed, no concrete action has been taken. We request immediate formation of this committee to ensure fair career progression for non-executive staff.

3. Acute Shortage of JEs in Maharashtra Circle :

The JE cadre is the backbone of BSNL, handling essential functions such as indoor and outdoor maintenance, FTTH, leased circuits, BTS, and mobile operations. Although being part of non-executive workforce, many JEs are also performing the duties of JTOs/SDEs without the corresponding benefits. It is concerning that in Maharashtra Circle, which is one of BSNL's highest revenue-generating regions, only 275 JEs are currently working out of 875 sanctioned posts. This means that a 600-JE shortfall is being managed by an already overburdened workforce. The severe workload imbalance is negatively affecting employee's morale and work-life balance. We urge urgent steps to address this staffing crisis by filling vacant JE posts at the earliest.

4. Restoration of Cashless Medical Facilities under BSNLMRS :

Although BSNLMRS provides cashless medical facilities to employees, these services are largely unavailable across Maharashtra Circle, except in a few locations. As a result, employees are forced to pay for medical treatment out of pocket, leading to financial hardship. We request the immediate restoration of

cashless facilities in all Business Areas (BAs) and Operational Areas (OAs) in Maharashtra Circle.

5. Payment of Uniform Allowance to Eligible Staff :

Despite discussions at the National Council level, no action has been taken regarding the pending payment in lieu of Uniforms to eligible staff. Maharashtra Circle has repeatedly pursued this matter with Corporate Office, but to no avail. While payments have been processed for Circle Office and Corporate Office staff, field staff remain deprived. We urge swift action to ensure uniform payments are made to all eligible employees without further delay.

6. Strict Implementation of CVC Guidelines on Sensitive Posts :

Despite clear instructions on implementing CVC guidelines for sensitive posts, these are not being followed in many locations. To maintain transparency and fairness in administration, it is essential to ensure strict compliance with these guidelines, without any exceptions. No individual, regardless of rank or position, should be exempted from these rules. The principle that “Law governs the poor, but the rich governs the law” should not be allowed to prevail in this matter. Sir, We have wholeheartedly supported BSNL’s Revenue Month initiative in March 2025, as declared by the Hon. CMD, and have diligently followed all directives from management. Similarly, we hope that HR Month will also be implemented in both letter and spirit, ensuring genuine solutions to employee grievances. We trust in your leadership and look forward to prompt action on these crucial matters.

Yours Faithfully,



Ranjan Dani,

Circle Secretary, mh circle, Mumbai

Copy to :

1. The CGMT, BSNL, mh circle
2. General Secretary, NFTE BSNL, New Delhi